

## **HEALTH AND SAFETY STATEMENT**

### **Commitment**

Home and Community Care Support Services is committed to providing a safe and healthy workplace and to eliminating risks and hazards that could result in injury or ill health. Home and Community Care Support Services requires its activities to conform to the Occupational Health and Safety Act (OHSA), Regulations, Public Services of Ontario Act, other applicable legislation, standards and good work practices. Home and Community Care Support Services will provide its employees with guidance and training in the identification, assessment and control of hazards in the workplace so they can create a safe and healthy environment for themselves, coworkers, students, volunteers, patients and visitors.

### **Consultation**

Effective Health & Safety (H&S) risk management depends on the commitment and cooperation of all employees. Home and Community Care Support Services is committed to consulting with staff at all levels in a meaningful and effective manner on H&S issues. It is the role of the Joint Health and Safety Committees (JHSCs) and Health and Safety Representatives (HSRs) where applicable to be involved in the implementation of safe work practices, promote health and safety and contribute to decisions that may affect staff health and safety at work.

### **Responsibilities**

All **leaders** are obliged to ensure the physical and psychological health and safety of the staff who report to them, and the programs they lead. They must implement the Health and Safety Program by providing proper communication, training, and instruction for their employees, conducting workplace inspections, and cooperating with JHSCs and HSRs to ensure compliance with Home and Community Care Support Services' health and safety policies, practices, and procedures. Management is responsible for demonstrating commitment and leadership, and providing the necessary resources to implement and maintain health and safety standards in accordance with the goals and objectives of the Health and Safety Program.

Home and Community Care Support Services leaders will ensure that equipment, processes and work environments are safe and that all employees work in compliance with applicable legislation, standards and good work practices as outlined above. This is supported by exemplary purchasing and maintenance practices, outstanding management and support, training in specific tasks, modeling safe behaviours as well as investigation and correction of unsafe or potentially unsafe conditions.

Home and Community Care Support Services expects all **employees** to comply with its occupational health and safety policies, procedures, guidelines, and the OHSA, and to conduct themselves in a safe manner (i.e. not placing themselves or others at risk and finding a safer way). Employees are accountable for reporting all workplace injuries, near miss accidents, and workplace hazards immediately to their manager/supervisor.

**Contractors** are also required to comply with Home and Community Care Support Services policy, procedures, and the Health and Safety Act, Regulations, Public Services of Ontario Act, other applicable legislation, standards and good work practices, as well as conduct their activities in a manner that ensures the health, safety and welfare of others.

Home and Community Care Support Services has zero tolerance for workplace violence and harassment. Any incident must be reported, and addressed in accordance with the Prevention of Violence and Harassment in the Workplace policy and procedure.

This policy is reviewed on an annual basis.

Signed:  \_\_\_\_\_ Date: 28-May-2021

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